

**Labor Market Analysis for Program Recommendation**

**Motorsports Occupations**

**College of Marin**

## Prepared by the San Francisco Bay Center of Excellence for Labor Market Research

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## Recommendation

Based on all available data, there appears to be an “undersupply” of Motorsports workers compared to the demand for this cluster of occupations in the Bay region and in the North Bay sub-region (Marin, Napa, Solano, Sonoma counties). There is a projected annual gap of about 1,346 students in the Bay region and 207 students in the North Bay Sub-Region.

## Introduction

This report provides student outcomes data on employment and earnings for TOP 0948.00 - Automotive Technology programs in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at College of Marin and in the region.

This report profiles Motorsports Occupations in the 12 county Bay region and in the North Bay sub-region for a proposed new Motorsports Certificate of Achievement at College of Marin.

* **Electronic Equipment Installers and Repairers, Motor Vehicles (49-2096):** Install, diagnose, or repair communications, sound, security, or navigation equipment in motor vehicles.  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Moderate-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 52%
* **Automotive Body and Related Repairers (49-3021):** Repair and refinish automotive vehicle bodies and straighten vehicle frames. Excludes “Painters, Transportation Equipment” (51-9122) and “Automotive Glass Installers and Repairers” (49-3022).  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Long-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 29%
* **Automotive Glass Installers and Repairers (49-3022):** Replace or repair broken windshields and window glass in motor vehicles.  
    Entry-Level Educational Requirement: High school diploma or equivalent  
    Training Requirement: Moderate-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 34%
* **Automotive Service Technicians and Mechanics (49-3023):** Diagnose, adjust, repair, or overhaul automotive vehicles. Excludes “Automotive Body and Related Repairers” (49-3021), “Bus and Truck Mechanics and Diesel Engine Specialists” (49-3031), and “Electronic Equipment Installers and Repairers, Motor Vehicles” (49-2096).  
    Entry-Level Educational Requirement: Postsecondary nondegree award  
    Training Requirement: Short-term on-the-job training  
    Percentage of Community College Award Holders or Some Postsecondary Coursework: 36%

## Occupational Demand

**Table 1. Employment Outlook for Motorsports Occupations in Bay Region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Electronic Equipment Installers and Repairers, Motor Vehicles | 321 | 246 | -75 | -23% | 135 | 27 | $20 | $21 |
| Automotive Body and Related Repairers | 2,699 | 2,883 | 184 | 7% | 1,600 | 320 | $23 | $30 |
| Automotive Glass Installers and Repairers | 54 | 66 | 12 | 22% | 45 | 9 | $15 | $19 |
| Automotive Service Technicians and Mechanics | 14,399 | 14,853 | 454 | 3% | 7,810 | 1,562 | $21 | $28 |
| **Total** | **17,473** | **18,048** | **575** | **3%** | **9,590** | **1,918** |  |  |
| Source: Lightcast 2022.3 | | | | | | | | |
| **Bay Region includes:** Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties | | | | | | | | |

**Table 2. Employment Outlook for Motorsports Occupations in North Bay Sub-region**

| **Occupation** | **2021 Jobs** | **2026 Jobs** | **5-yr Change** | **5-yr % Change** | **5-yr Total Openings** | **Annual Openings** | **25% Hourly Earning** | **Median Hourly Wage** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Electronic Equipment Installers and Repairers, Motor Vehicles | 15 | 14 | -1 | -6% | 0 | 0 | $18 | $20 |
| Automotive Body and Related Repairers | 372 | 404 | 32 | 9% | 243 | 49 | $22 | $29 |
| Automotive Glass Installers and Repairers | 0 | 0 | 0 | NA% | 0 | 0 |  |  |
| Automotive Service Technicians and Mechanics | 2,768 | 2,938 | 169 | 6% | 1,574 | 315 | $20 | $27 |
| **Total** | **3,155** | **3,356** | **201** | **6%** | **1,817** | **364** |  |  |
| Source: Lightcast 2022.3 | | | | | | | | |
| **North Bay Sub-Region includes:** Marin, Napa, Solano, Sonoma Counties | | | | | | | | |

### Job Postings in Bay Region and North Bay Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months**

| **Occupation** | **Bay Region** | **North Bay** |
| --- | --- | --- |
| Automotive Service Technicians and Mechanics | 1,805 | 303 |
| Automotive Body and Related Repairers | 295 | 45 |
| Automotive Glass Installers and Repairers | 24 | 5 |
| Electronic Equipment Installers and Repairers, Motor Vehicles | 5 | 1 |
| Source: Lightcast | | |

**Table 4a. Top Job Titles for Motorsports Occupations for latest 12 months - Bay Region**

| **Title** | **Bay** | **Title** | **Bay** |
| --- | --- | --- | --- |
| Automotive Technicians | 231 | Diesel Mechanic Journeymen | 31 |
| Service Technicians | 92 | Vehicle Operators | 31 |
| Auto Body Technicians | 83 | Flat Rate Technicians | 29 |
| Automotive Tire and Lube Technicians | 78 | General Service Technicians | 27 |
| Lube Technicians | 59 | Mechanics | 25 |
| Automotive Service Advisors | 52 | Vehicle Technicians | 25 |
| Automotive Mechanics | 48 | Automotive Lube Technicians | 23 |
| Automotive Technicians/Mechanics | 47 | Automotive Service Advisors/Writers | 23 |
| Automotive Repair Technicians | 31 | Automotive Service Technicians | 23 |
| Source: Lightcast | | | |

**Table 4b. Top Job Titles for Motorsports Occupations for latest 12 months - North Bay Sub-Region**

| **Title** | **North Bay** | **Title** | **North Bay** |
| --- | --- | --- | --- |
| Automotive Technicians | 42 | Automotive Repair Technicians | 7 |
| Service Technicians | 30 | Collision Technicians | 7 |
| Automotive Service Advisors | 22 | Diesel Mechanic Journeymen | 7 |
| Lube Technicians | 14 | General Service Technicians | 7 |
| Auto Body Technicians | 13 | Automotive Service Advisors/Writers | 5 |
| Flat Rate Technicians | 12 | Automotive Service Technicians | 5 |
| Automotive Technicians/Mechanics | 10 | Automotive Mechanics | 4 |
| Auto Body Paint Preppers | 7 | BMW Technicians | 4 |
| Auto Glass Technicians | 7 | Bradley Fighting Vehicle System Maintainers | 4 |
| Source: Lightcast | | | |

## Industry Concentration

**Table 5. Industries hiring Motorsports Workers in Bay Region**

| **Industry - 6 Digit NAICS (No. American Industry Classification) Codes** | **Jobs in Industry (2021)** | **Jobs in Industry (2026)** | **% Change (2021-26)** | **% Occupation Group in Industry (2022)** |
| --- | --- | --- | --- | --- |
| New Car Dealers | 4,764 | 5,092 | 7% | 27% |
| General Automotive Repair | 4,663 | 4,952 | 6% | 27% |
| Automotive Body, Paint, and Interior Repair and Maintenance | 2,290 | 2,443 | 7% | 14% |
| Local Government, Excluding Education and Hospitals | 508 | 509 | 0% | 3% |
| Automotive Parts and Accessories Stores | 516 | 445 | -14% | 3% |
| Car Washes | 392 | 413 | 5% | 2% |
| Other Automotive Mechanical and Electrical Repair and Maintenance | 351 | 326 | -7% | 2% |
| Used Car Dealers | 299 | 341 | 14% | 2% |
| Tire Dealers | 313 | 274 | -12% | 2% |
| Automotive Glass Replacement Shops | 232 | 304 | 31% | 1% |
| Source: Lightcast 2022.3 | | | | |

**Table 6. Top Employers Posting Motorsports Occupations in Bay Region and North Bay Sub-Region**

| **Employer** | **Bay** | **Employer** | **North Bay** |
| --- | --- | --- | --- |
| AAA | 55 | AAA | 26 |
| UPS | 47 | Les Schwab Tire Center | 12 |
| CarMax | 41 | AAA Northern CA, Nevada & Utah | 11 |
| Bridgestone Corporation | 40 | Gc Auto Body | 11 |
| Tesla | 39 | Safelite AutoGlass | 10 |
| Caliber Collision | 33 | Walmart | 10 |
| Gc Auto Body | 33 | Wise Auto | 10 |
| Source: Lightcast | | | |

## Educational Supply

There are 14 community colleges in the Bay Region issuing 572 awards on average annually (last 3 years ending 2019-20) on TOP 0948.00 - Automotive Technology. In the North Bay Sub-Region, there are three (3) community colleges that issued 157 awards on average annually (last 3 years) on this TOP code.

**Table 7. Community College Awards on TOP 0948.00 - Automotive Technology in Bay Region**

| **College** | **Subregion** | **Associate Degree** | **High unit Certificate** | **Low unit Certificate** | **Total** |
| --- | --- | --- | --- | --- | --- |
| Alameda | East Bay | 5 | 10 | 1 | 16 |
| Chabot | East Bay | 11 | 3 | 22 | 36 |
| Contra Costa | East Bay | 2 | 3 | 5 | 10 |
| De Anza | Silicon Valley | 33 | 18 | 97 | 148 |
| Evergreen Valley | Silicon Valley | 8 | 18 | 10 | 36 |
| Hartnell | SC-Monterey | 12 | 1 | 0 | 13 |
| Las Positas | East Bay | 4 | 0 | 5 | 9 |
| Los Medanos | East Bay | 7 | 0 | 21 | 28 |
| Marin | North Bay | 1 | 6 | 7 | 14 |
| Monterey | SC-Monterey | 4 | 7 | 1 | 12 |
| San Francisco | Mid-Peninsula | 9 | 0 | 35 | 44 |
| Santa Rosa | North Bay | 4 | 4 | 109 | 117 |
| Skyline | Mid-Peninsula | 7 | 0 | 56 | 63 |
| Solano | North Bay | 4 | 1 | 21 | 26 |
| **Total** |  | **111** | **71** | **390** | **572** |

## Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 1,918 annual openings for the Motorsports occupational cluster and 572 annual (3-year average) awards for an annual undersupply of 1,346 students. In the North Bay Sub-Region, there is also a gap with 364 annual openings and 157 annual (3-year average) awards for an annual undersupply of 207 students.

## Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 0948.00 - Automotive Technology**

| **Metric Outcomes** | **Bay All CTE Programs** | **College of Marin All CTE Programs** | **State 0948.00** | **Bay 0948.00** | **North Bay 0948.00** | **College of Marin 0948.00** |
| --- | --- | --- | --- | --- | --- | --- |
| Students with a Job Closely Related to Their Field of Study | 74% | 74% | 71% | 75% | 81% | 86% |
| Median Annual Earnings for SWP Exiting Students | $48,926 | $42,200 | $30,264 | $39,978 | $34,606 | $44,083 |
| Median Change in Earnings for SWP Exiting Students | 23% | 24% | 41% | 37% | 41% | 21% |
| Exiting Students Who Attained the Living Wage | 50% | 26% | 36% | 35% | 37% | 26% |
| Source: Launchboard Strong Workforce Program Median of 2018 to 2021. | | | | | | |

## Skills, Certifications and Education

**Table 9. Top Skills for Motorsports Occupations in Bay Region**

| **Skill** | **Posting** | **Skill** | **Posting** |
| --- | --- | --- | --- |
| Automotive Services | 465 | Vehicle Inspection | 130 |
| Brakes | 332 | Electrical Systems | 125 |
| Suspension (Vehicle) | 301 | Tire Repairs | 121 |
| Changing Oil | 238 | Power Tool Operation | 106 |
| Transmission | 207 | Tire Balancing And Rotation | 100 |
| Mechanics | 193 | Batteries | 94 |
| HVAC | 163 | Machinery | 92 |
| Hand Tools | 158 | Oil And Gas | 79 |
| Tires | 142 | Diagnostic Tools | 64 |
| Vehicle Maintenance | 141 | Autonomous Vehicles | 60 |
| Source: Lightcast | | | |

**Table 10. Certifications for Motorsports Occupations in Bay Region**

| **Certification** | **Posting** | **Certification** | **Posting** |
| --- | --- | --- | --- |
| Valid Driver's License | 968 | CDL Class B License | 9 |
| Automotive Service Excellence (ASE) Certification | 342 | First Aid Certification | 4 |
| Commercial Driver's License (CDL) | 63 | Airframe & Powerplant (A&P) Certificate | 4 |
| Passenger Endorsement | 35 | Six Sigma Certification | 3 |
| CDL Class A License | 15 | Transportation Worker Identification Credential (TWIC) Card | 3 |
| CDL Class C License | 15 | 10-Hour OSHA General Industry Card | 2 |
| Source: Lightcast | | | |

**Table 11. Education Requirements for Motorsports Occupations in Bay Region**

| **Education Level** | **Job Postings** | **% of Total** |
| --- | --- | --- |
| High school or GED | 719 | 74% |
| Associate degree | 77 | 8% |
| Bachelor's degree & higher | 171 | 18% |
| Source: Lightcast | | |
| Note: 59% of records have been excluded because they do not include a degree level. As a result, the chart above may not be representative of the full sample. | | |

## Methodology

Occupations for this report were identified by use of job descriptions and skills listed in O\*Net. Labor demand data is sourced from Lightcast occupation and job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CCCCO Data Mart and CTE Launchboard.

## Sources

O\*Net Online  
Lightcast  
CTE LaunchBoard www.calpassplus.org  
Launchboard  
Statewide CTE Outcomes Survey  
Employment Development Department Unemployment Insurance Dataset  
Living Insight Center for Community Economic Development  
Chancellor’s Office MIS system

## Contacts

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